

Respect for Human Rights

Tecmaplast teams are committed to respecting human rights in all its activities. This means that our business practices and relationships with our employees, customers, and suppliers comply with human rights principles. This includes respecting freedom of association, preventing all forms of discrimination and treating all individuals fairly.

Protection of Children's Rights

Tecmaplast teams are committed to protecting children's rights by strictly prohibiting child labour in all our activities and those of our suppliers. This means that all employees, including temporary workers, must be at least the minimum age required by local legislation.

Prohibition of Forced Labor

Tecmaplast management teams prohibit all forms of forced labour. This means that all employees work voluntarily and are free to leave their positions if they wish.

Fight Against Discrimination and Harassment

Tecmaplast teams are committed to preventing all forms of discrimination and harassment in our work environment. This includes discrimination based on ethnicity, age, religion, disability, origins, gender, and sexual orientation. We ensure that all employees are treated with dignity and respect.

Workplace Safety

As stated in Tecmaplast SQEE policy, workplace safety is our top priority. We strive to create a safe and healthy work environment for all our employees, whether they are permanent, temporary, or subcontractors. We aim to achieve a zero workplace accident rate by identifying and reducing risks through a rigorous SQEE risk analysis.

Risk Prevention

Tecmaplast ensures the permanent application of its SQEE policy which integrates the concept of risk prevention. We are implementing measures to improve working conditions and ensure the safety of our employees.

Equitable Working Conditions

Tecmaplast teams are committed to offering fair working conditions to all our employees. This includes respecting working hours, fighting discrimination, and treating each employee with dignity and respect.

Within Tecmaplast, management teams are committed to promoting equality between men and women in all aspects of our business. Diversity and inclusion are key elements associated with the values of **Respect, Ambition, Competence, Cooperation, and Commitment as Engagement (RAC²E)**.

Within Tecmaplast, the management teams strive to offer employees respectful and secure working conditions. They promote the well-being of their employees in a productive and harmonious work environment.

Tecmaplast is committed to providing reasonable accommodations for disabled employees to enable them to reach their full potential. This includes adapting workstations, providing specialized equipment, and modifying work schedules if necessary.

Tecmaplast management teams, with the support of human resources, ensure that all candidates, including those with disabilities, have equal opportunities during the recruitment process. We adapt our selection methods to ensure that the skills and talents of each individual are fairly evaluated.

Awareness and Training

As defined in Tecmaplast SQEE policy, teams are made aware of the importance of accident prevention. We also offer regular training to ensure that all employees are aware of safety measures and procedures to follow.

Laws and Regulations

Tecmaplast teams must comply with the laws and regulations in force in all the countries where the company operates. Tecmaplast adopts a proactive approach to legal management, constantly ensuring that all its operations are conducted ethically and transparently.

Environment

As indicated in its SQEE policy, Tecmaplast has an active environmental approach, promoting the reduction of its environmental footprint by reducing and recycling waste and by a policy encouraging energy savings.

Principles of Integrity in Business Relations

Tecmaplast teams are committed to fair, honest, and equitable behaviour with all its partners, including customers and suppliers, to build lasting relationships based on trust. We are committed to complying with the laws and regulations defined in the commercial relations context (absence of corruption, extortion, bribery, conflicts of interest, fair competition, and antitrust). We ensure respect for intellectual property and the absence of disclosure of confidential information.

Vigilance principle

Tecmaplast invites every employee to report any anomaly related to safety, the environment, and product quality, without the risk of being penalized.

Respect

Respect is a value of Tecmaplast (RAC²E), the foundation of any healthy relationship. A healthy relationship and community life are based on respect, which is essential in all our relationships, whether personal,

professional, or social. It consists of treating others with dignity, consideration, and empathy, valuing their identity as human beings. Respect fosters open and honest communication and helps build trust and collaboration.

Commitment

Commitment is a value of Tecmaplast (RAC²E). Tecmaplast teams are committed to respecting the laws and regulations in force, to promoting a culture of respect and cooperation, and to acting responsibly towards the environment and society.

Confidentiality and Intellectual Property

Tecmaplast teams ensure respect for intellectual property and the absence of disclosure of confidential information. Each employee is required to protect sensitive information and respect the intellectual property rights of the company and its partners.

Reporting Anomalies

Tecmaplast encourages its employees to report any anomalies or unethical behaviour without fear of reprisal. A confidential reporting system is in place to ensure the safety and anonymity of whistleblowers.

Commitment to Sustainability

Through RONAX (its purchasing platform), Tecmaplast is committed to sustainably and responsibly sourcing products and services. The basic principle is to work with suppliers who share our corporate culture, values, and ethical business practices.

Financial Responsibility and Risk Mitigation

Tecmaplast management teams strive to efficiently transform their actions, investments, and assets into profits. This includes controlling and reducing production and operational costs to improve profit margins. This involves a strategy to mitigate financial risks, ensuring that our operations are resilient to economic fluctuations and market uncertainties.

Transparency and Compliance

Tecmaplast financial teams are committed to complying with all applicable financial laws and regulations. This means having a proactive approach to legal management, constantly ensuring that all our operations are conducted ethically and transparently.

This code of Ethics is communicated to all employees, as well as to Tecmaplast partners and suppliers. The goal is that each concerned party respects the stated principles, thereby ensuring a work environment that adheres to established ethical standards and promotes health and well-being within the organization.